Annexure A and B and the salary scales to be effective from 1st July 1968. They have also agreed on a scheme of weightage increments to the employees of various service periods; they have also agreed to the scheme of payment of dues to the employees as may arise under the settlement. They have agreed that no bonus was payable to the workman and the workman did not press the demand for the Dearness Allowance. They have also agreed that the demand regarding overtime wages for watchmen did not arise as it was goverened by the provisions of the Factories Act. The workmen further agreed not to raise any demands in respect of matters covered by the above Memo for a period of two years and they have also agreed to maintain discipline and to extend full co-operation for the efficiency and production.

7. From the terms of the settlement set out in brief in the above paragraph, it is clear that the Parties have discussed the entire scope of their dispute and agreed to face realities. The settlement having been found satisfactory by both the workmen and the management deserves to be accepted. It is fair and reasonable and it will ensure a healthy industrial climate for a period of two years. I, therefore, accept the settlement and pass the following Award :—

AWARD

"Award is passed in terms of the Settlement with Annexures A and B which shall be read as part of the Award."

R. V. KOLLALI,
Presiding Officer.
Additional Industrial Tribunal,
Bangalore.

MESSRS PRINTERSALL PRIVATE LIMITED, No. 4, STATION ROAD, BANGALORE.

Before the Hon'ble Additional Industrial Tribunal, Bangalore.

Ref. No. AID 18 *of* 1968.

I Party—Workmen

II Party.—Management of M/s. Printersall Private Limited, No. 4, Station Road, Bangalore-1.

Memo filed by the Parties—

The parties abovenamed submit that in the interests of Industrial peace, they have settled the dispute on the following terms and conditions.

1. *Leave facilities and Holidays.*—It is agreed that the employees will be entitled to the following leave facilities and Holidays.

(I) *Leave with wages* :

The grant of Annual leave with wages will be governed by the provisions of section 79 of the factories Act 1948.

(II) *Casual Leave* :

Employees will continue to get 12 days casual leave with pay in a year. Casual leave is meant for emergencies and cannot be availed of for more than three days at a time, unutilised casual leave can be encashed at the end of the Calendar Year.

(III) *Sick Leave* :

It is agreed that since the establishment of the second party is governed by the employees State Insurance Scheme, the demand for sick leave with wages is not pressed by the I Party.

(IV) *Festival Holidays* :

It is agreed that the following days will be observed as holidays for the establishment and employees who will have completed 30 days of continuous service will be entitled to pay for the holidays, except of Gandhi Jayanthi, Independence Day and Republic Day which will be paid holidays irrespective of service.

(1) New Year's Day
(2) Kutba-e-Ramzan
(3) Pongal
(4) Republic Day
(5) Mahasivaratri
(6) Bakrid
(7) Ugadi
(8) Independence Day
(9) Ganesh Chaturthi
(10) Mahalaya Amavasya
(11) Ayudhapuja
(12) Vijayadashmi
(13) Gandhi Jayanthi
(14) Deepavali
(15) Christmas

The 12 Festival Holidays to be fixed in consultation with the workers' representatives at the begining of each Calendar Year.

2. *Grades of Wages, Increments and Fitment.*—It is agreed that the pay of the employees will continue to be consolidated.

(I) It is agreed that the employees be classified into six categories and their salary scales and Annual Increments should be as set out in Annexure A and B.

(II) It is agreed that the above salary scales will be with effect from 1st July 1968.

(III) It is agreed that the employees who were on the rolls on 1st July 1968 and who are on the rolls on this date will be entitled for the following weightage increments :—

(*a*) Employees with one year service or less as on 1st July 1968—One Increment.

(*b*) Employees with more than one yars service and less than 3 years service as on 1st July 1968—Two Increments.

(*c*) Employees with more than 3 years service but less than 5 years service as on 1st July 1968. Three Increments.

(*d*) Employees with more than 5 years service as on 1st July 1968—Four Increments.

(IV) It is agreed that the arrears payable to the employees under sub-clauses (I), (II) and (III) above will be paid in two Instalments as under—

Fifty per cent of the arrears will be paid in February 1969, along with the salary for January 1969.

The balance of fifty percent of the arrears will be paid in March 1969 along with the salary for Februray 1969.

3. *Bonus.*—(I) It is agreed by the I Party that Bonus for 1963-64, 1964-65, 1965-66 and 1966-67 is not payable.

4. *Dearness Allowance.*—It is agreed that since the pay of the employees will continue to be consolidated pay, as mentioned in clause 2 above, the demand for separate Dearness Allowance is not pressed.

5. *Overtime for Watchman.*—It is agreed that the demand relates to factory act and the same does not arise.

6. It is agreed that there shall be an Industrial truce for two years; ending with 31st December 1970 and the during the above period, the I Party will not raise any demands in respect of any of the matters covered by the above clauses whether settled or not pressed of given up.

7. It is agreed by the first party that the employees will maintain discipline and will extend full co-operation for efficient and economic production.

(Sd.).....
For *First Party.*

(Sd.).....
For *Second Party.*

BANGALORE,
December 31, 1968.

R. V. KOLLALI,

Presiding Officer,
Additional Industrial Tribunal, Bangalore.

ANNEXURE A

MESSRS PRINTERSALL PRIVATE LIMITED,
BANGALORE-1 A.

Agreed Salary Scales—

A. 210–7–245–8–285–10–335.
B. 170–5–180–6–210–10–250.
C. 140–5–180–6–210–10–250.
D. 110–3–140–4–160–5–170.
E. 90–3–120–5–130.
F. 80–3–110.

For Printersall Private Limited,

(Sd.) .....

Secretary.

For Second Party.

(Sd.) .....

31–12–1968,

R. V. KOLLALI,

31–12–1968

Presiding Officer,
Additional Industrial Tribunal, Bangalore.

ANNEXURE B

MESSRS PRINTERSALL PRIVATE LIMITED, BANGALORE-1 A.

Sl. No.	*Name*	*Scale Grade*	*Present Emoluments* Rs.	P.	*Emoluments from* 1-7-68 Rs.	P.
1.	Sadanandam ..	D	110	00	119	00
2.	H. C. Boraiah ..	E	95	00	104	00
3.	Abdul Rasheed ..	E	95	00	104	00
4.	Md. Khaleelullah ..	D	95	00	119	00
5.	John Daniel ..	D	120	00	125	00
6.	K. S. Sripathy ..	D	120	00	125	00
7.	Sadanandam ..	F	80	00	90	00
8.	M. J. Satchidanandam	A	240	00	261	00
9.	P. D. Xavier ..	B	185	00	196	00
10.	P. S. Rajabather ..	B	160	00	180	00
11.	G. R. Neelakanta Rao	D	130	00	140	00
12.	R. Shikamani ..	C	190	00	204	00
13.	K. V. Srinivasa Murthy	E	85	00	96	00
14.	H. M. Ramaiah ..	C	150	00	165	00
15.	N. Muddu ..	C	195	00	210	00
16.	Sampath ..	C	160	00	170	00
17.	T. Gangadharan ..	D	112	00	122	00
18.	Khayoon Khan ..	E	75	00	96	00
19.	Lakshminarayanan ..	E	90	00	99	00
20.	Ghouse Mohiuddin ..	F	75	00	86	00
21.	Vincent ..	E	80	00	90	00
22.	M. Krishna ..	F	75	00	89	00
23.	Gangadharappa ..	D	105	00	112	00
24.	B. Soans ..	D	100	00	125	00
25.	Ganesh Rao ..	D	130	00	140	00
26.	N. Nagaraja ..	F	70	00	90	00
27.	A. Jaleel ..	E	91	00	99	00
28.	Dhan Bahadur ..	E	80	00	90	00
29.	Prem Bahadur ..	E	80	00	90	00

For Printersall Private Limited,

(Sd.) .....

Secretary.

For Second Party.

(Sd.) .....

For *First Party.*

R. V. KOLLALI,

31-12-1968

Presiding Officer,

Additional Industrial Tribunal, Bangalore.